



# STATE OF SOUTH CAROLINA DEPARTMENT OF EDUCATION

MOLLY M. SPEARMAN  
STATE SUPERINTENDENT OF EDUCATION

## **South Carolina' Collective Leadership Initiative** **An invitation to innovative schools and educators: May we count you in?**

**Wanted: 10 schools willing to lead the way on collective leadership**

**Schools that are good candidates for a potential pilot project:**

- Believe that teachers and administrators should lead together
- Are committed to sharing teacher and administrator expertise with each other
- Want to be innovative about working together
- Believe that schools improve when teachers and administrators lead together
- Can accept some ambiguity as they work together to work through implementation and growth
- Are willing to take some risks, collect evidence, and serve as a part of a network of schools focused on improvement

**What's in it for you?**

- Better working conditions for teachers and administrators
- Opportunities to lead
- More time to collaborate within and across schools
- An opportunity to be an innovative leader in the state

**School decisions — May 22, 2017**

- Is our school a good candidate for this pilot?
- Can our school temporarily "embrace ambiguity" as we build a collective leadership model that meets our needs?

**Personal decisions**

- Will collective leadership be favorable to me personally?
- Am I willing to step into new leadership work?

**We know you have questions**

Ask questions and get more information from Libby Ortmann, [oortmann@ed.sc.gov](mailto:oortmann@ed.sc.gov)



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**Suggested Guidelines for Principals**  
**Potential Pilot Schools**

**Staff Presentation**

- Talking Points to consider  
If we develop a cohesive vision of teacher leadership and a framework for differentiated support and implementation, then we will be able to support strong collective leadership models in districts which will lead to improved:  
teacher practice,  
student performance,  
perception of the profession,  
school culture and climate, and  
teacher recruitment and retention, especially in high minority/high poverty and rural districts.
- What you will get as a pilot:
  - Opportunity to implement a “collective leadership framework”
  - Professional development supports and technical assistance will be provided throughout the upcoming school year
  - Exploration and practice in micro-credentials. South Carolina is one of the first states to explore micro-credentials for teacher leaders in a collective leadership model
  - Schools with teacher leaders who participate in the pilot may earn a “micro-credential” in teacher leadership
- What we need from you as a pilot:
  - Release time in the day for the teacher leader to serve in a collective leadership role (Note: “hybrid” roles for teacher leaders may be different across our state; the teacher should be directly instructing students part of day and released to serve other educators part of the day)
  - Up to five face to face sessions in 2017-18 with the Office of School Leadership, if possible, likely set a comparable number of sessions for 2018-19
  - Participation in *Seven Conditions for Effective Leadership Survey*
  - Commitment to shape and sustain the collective leadership framework for your unique school setting for a minimum of two years (Note: on-going support from the OSL will be provided beyond the 2017-18 pilot year)



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- Remind staff often that this is a work in progress and many details will be worked out during the planning year. As a pilot school, teachers and administrators will work together to help develop the plan.

**Next Steps**

- Let Libby know about any additional information you need.
- If your school decides to opt out, let Libby know as soon as possible and no later than May 22, 2017.
- If your school wishes to be considered to participate in the pilot, submit a letter of intent to Libby by May 22, 2017.

May 2017